



Assistant City Manager

CITY OF CARLSBAD, CALIFORNIA



**PECKHAM
&
MCKENNEY**

EXECUTIVE SEARCH AND CONSULTING

THE COMMUNITY

Located in northern San Diego County, the City of Carlsbad is known for its quality of life, progressive city government, balanced neighborhoods, strong local economy, a beautiful natural environment, and a long and successful track record of providing top quality services to a community of more than 100,000 residents. The thriving local economy of Carlsbad includes a healthy tourism base and also features high-tech, multi-media, health care and biotechnology corporations. The City of Carlsbad is proud to have large corporations such as Jazzercise, Immune Response, Gemological Institute of America, Callaway Golf, ViaSat, and Isis Pharmaceuticals headquartered in the City.

Carlsbad's famed Flower Fields draw more than 200,000 visitors each spring when more than 50 acres of red, orange, yellow and pink ranunculus burst into bloom. Carlsbad boasts more than seven miles of beautiful beaches and is also well known as the golf capital of the world with two world class golf resorts and more than 30 golf industry businesses. The Downtown Village provides unique shopping, quaint restaurants and professional services, as well as an exceptional venue for special events. The Carlsbad Village Street Faires, Carlsbad 5000 run, Carlsbad Triathlon, and Seaside Celebration, all bring thousands of residents and tourists into the downtown area. LEGOLAND California is located on 128 beautifully landscaped acres in the center of Carlsbad.

While offering all of the amenities of a large city, Carlsbad has the added benefit of having maintained a strong sense of community and connectivity despite its growth. A superb climate, quality schools, a vibrant and revitalized downtown and a wide variety of neighborhoods help make Carlsbad one of the most livable communities in the country. The Carlsbad Unified School District consistently ranks among the Top 10 urban school districts in the country. Carlsbad offers an amenity-rich main library, a 64,000 sq. ft. building with two large computer labs, career center, Friends of the Library bookstore, 221-seat auditorium, and an art gallery. For more information about the City of Carlsbad, please visit its web site at www.carlsbadca.gov.

THE ORGANIZATION

The City of Carlsbad is a full-service city governed by five City Council members who are

elected at-large, serving four-year terms. The City Council is comprised of dedicated public servants with a long history of service to the community. Elected officials also include the City Clerk and the City Treasurer. Most recently, residents voted in June to approve Carlsbad's Charter City Measure, Proposition D, by an overwhelming 82 percent.

The City's government consists of five Major Service Areas including Administrative Services, Community Development, Community Services, Safety (Police and Fire) and Public Works, with an annual operating and capital budget of \$219 million and 726 full-time staff. Carlsbad's part-time workforce of more than 300 employees provides additional support for many of the services offered to the community. In addition, an active volunteer program has attracted more than 1,000 citizens who have offered to use their knowledge, skills and abilities to serve the community in which they live.

The City Council has a number of strategic goals and top priorities for 2008-09. Some specific focus areas and projects that the City will be working on this year include:

FINANCIAL HEALTH. Although Carlsbad has historically come through difficult economic times, maintaining a healthy fiscal position for the City is one of the Council's strategic focus areas. The present economic conditions will demand that the City pay close attention to economic development efforts and may mean that the City will play a more active role in the attraction of new revenue generating businesses to Carlsbad. Partnerships with other organizations will be an important part of this effort.

BALANCED COMMUNITY DEVELOPMENT. Engaging the community to create a shared vision through balanced and economically sustainable land uses is an area of concentration the Council has embraced. Major projects that come under this strategic goal will be the community visioning and general plan update as well as developing a new plan for the redevelopment area downtown. The Council is in the process of creating a new committee, Envision Carlsbad, that will identify the community's vision for the future, identify the community values and inspire the decision-makers about the potential of the community.

Peckham & McKenney
"All About People"



CITIZEN CONNECTION AND PARTNERSHIP.

Connecting with its citizens through the effective use of technological and interpersonal mediums is a goal the City continually reviews. Communication with the residents and visitors is a top priority with the Council. The City continues to improve its web site to better communicate and respond to residents and will emphasize continued use of existing resources to provide information on a timely basis to residents.

SAFE COMMUNITY. Maintaining a safe and secure community through collaborative partnerships to deliver protection of life and property, prevention and preparedness are important goals of the Council. To that end, the City is in the process of designing and constructing a police and fire training facility and administrative office space. The project, called the Joint First Responders Training Center, has the support of the community and will provide improved training opportunities for all of the City's safety services.

CARLSBAD DESALINATION PROJECT. Located in a semi-arid climate, Carlsbad and the region have been faced with a significant drought. As such, the City has been a leader in increased conservation measures in its business practices and providing education and information about water supply to its customers. In addition, the City has supported the construction of the largest desalination plant in the Western Hemisphere. Carlsbad's water purchase agreement with the project developer will provide Carlsbad with 100% of its potable water supply once the plant begins operation.

ENCINA POWER PLANT PROJECT. NRG West, current owner of the Encina Power Plant is in the application process with the California Energy Commission to build a new 540 megawatt power plant on the northeastern part of its property. Due to advances in technology, the new plant will be air cooled and not dependent on coastal resources.

After six months of lengthy discussion with NRG and the community, the City Council has decided to oppose the proposed project. The City believes that proposed project is better suited inland and constructing a new power plant on prime coastal land severely limits future opportunities and land use. The City will continue to work closely



with the community and NRG to redevelop the land in a way that enhances beach and lagoon access, provide greater benefit to the community, and provide energy resources for the region.

THE POSITION

The Assistant City Manager is appointed by and works under the administrative direction of the City Manager. Serving as a key member of the Leadership Team, this position also serves as Acting City Manager in the absence of the City Manager. The Assistant City Manager will work collaboratively with the City Manager, balancing styles, supporting and providing advice and counsel, as necessary. The ideal candidate for this position has been described as professional and polished, but genuine. The Assistant City Manager will be straight forward, results oriented, and able to provide the bottom line as well as the detail, when necessary. The ability to think quickly on their feet and be flexible in order to change direction is desired. The desired candidate will possess strong interpersonal skills and a sense of humor, be willing to tackle the tough issues and remain calm under pressure, and have strong communication and listening skills.

Carlsbad is a dynamic community that prides itself on a long history of civic involvement and a solution-oriented government. It is expected that the Assistant City Manager will be passionate

about and become invested in the community. Most importantly, the Assistant City Manager will work to sustain as well as improve City standards and will be committed to providing a high level of service to the community. It is expected that candidates for this position will have proven leadership, management, and supervisory experience in a local government agency as well as demonstrated major project management experience.

Candidates must have a Bachelor's degree in public or business administration, or a related field. A Master's degree is highly desirable.

THE COMPENSATION

The salary range for this position is \$124,300 to \$180,300, and appointment will be dependent on the qualifications and experience of the selected candidate. In addition, the following benefits are provided: medical, dental and life insurance; paid leave, including 11 holidays, one flexible holiday, vacation (with a maximum accrual of 320 hours); 56 hours of annual executive leave, sick leave; a deferred compensation program; vehicle allowance; paid professional memberships; voluntary participation in a 457 plan, and participation in the CalPERS Retirement Plan 3% at 60 plan, with the City paying 7% of the employee's retirement contribution.

SEARCH SCHEDULE

Resume filing deadline September 29, 2008
Preliminary Interviews.....October 13-16, 2008
Recommendation of Candidates..... October 17, 2008
Interview Process October 31, 2008

These dates have been confirmed, and it is recommended that you plan your calendar accordingly.

The City of Carlsbad is an Equal Opportunity/ADA Employer and values diversity at all levels of the organization.



THE RECRUITMENT PROCESS

To apply for this outstanding career opportunity, please send your resume and cover letter electronically to:

Peckham & McKenney
apply@peckhamandmckenney.com

Please do not hesitate to call Bobbi Peckham toll-free at (866) 912-1919 if you have any questions regarding this position or recruitment process.



www.peckhamandmckenney.com